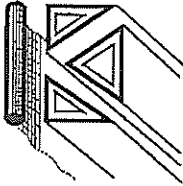


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KODANI & ASSOCIATES, INC.

CIVIL ENGINEERING & SURVEYING
3126 AKAHU STREET LIHUE, KAUAI, HAWAII 96766
PHONE (808) 245-9591 FAX (808) 246-6368

May 10, 2006

Louis Abrams, Chairperson
Charter Commission, County of Kauai
4444 Rice Street, suite 235
Lihue, HI 96766

Re: Proposed Charter Amendment #11, Salary Commission

Dear Chair Abrams and Members of the Charter Commission:

This letter is in support of the proposed Charter Amendment #11 states that the recommendations of the Kauai County Salary Commission would be effective unless vetoed by 5 of 7 members of the Kauai County Council.

Working in the private sector clearly shows the issues that government faces in hiring the best qualified people for the Department Directors and their Deputies. It is simply that the wages are not competitive with what is being paid in the private sector. While there is a case that can be made for individuals wanting to give of themselves to do public service, they do need to be able to take care of their family in a similar mode to the private sector.

The current inverse that exists where staff members can earn more than their Department Director will certainly not entice anyone to moving up to a more responsible position. The Department heads also aren't compensated for the more difficult positions. It is certainly demotivating and has resulted in managers leaving the positions or the positions not being filled.

We need to have dedicated people work in the public sector and we need to compensate for these positions. We also need to have the opportunity for staff to move to the Director and Deputy Director positions and not have a reduction in salary. We need an independent Salary Commission to weigh the various aspects of the jobs and the market place. This can become reality if you will place #11 on the ballot in November.

Sincerely,

Clyde Kodani
3126 Akahi St.
Lihue, Kauai 96766